



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, 1ST BATTALION, 13TH AVIATION REGIMENT  
1ST AVIATION BRIGADE  
FORT RUCKER, ALABAMA 36362-5115

ATZQ-BDE-E

23 May 2013

MEMORANDUM FOR All 1st Battalion, 13th Aviation Regiment Personnel

SUBJECT: Sexual Harassment – Policy Number 5

1. All Soldiers, civilians, and Family members are entitled to an environment free from sexual harassment. The success of our mission requires commitment, cooperation, and teamwork, and sexual harassment destroys those very foundations.
2. Sexual harassment is a form of gender discrimination that includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature between the same or opposite genders that interferes with an individual's performance or creates an intimidating, hostile, or offensive environment. Personnel filing a complaint will not be subject to acts or threats of reprisals whether the results of the complaint are substantiated or unsubstantiated. Additionally, false complaints are subject to disciplinary action.
3. I am fully committed to fostering an environment free of sexual harassment and require the same from all personnel assigned to our organization. I will act quickly to examine all allegations and take the necessary action to ensure sexual harassment issues are dealt with fairly, effectively and promptly. Leaders at all levels are obligated to act if they witness or otherwise know of incidents of sexual harassment.
4. The 1st Battalion, 13th Aviation Regiment Sexual Harassment/Assault Response and Prevention (SHARP) Representative is located in Bldg 6201 (Battalion Headquarters), Room 110 (S3 Shop), and can be reached at 334.255.1345.
5. This memorandum supersedes Policy Number 5 (Prevention of Sexual Harassment), dated 14 September 2012.

A handwritten signature in black ink, appearing to read "S. M. Pierce", is positioned above the printed name.

STEVEN M. PIERCE  
LTC, AV  
Commanding